

Exhibit 1, Chris Haines

DECLARATION OF CHRIS HAINES

My name is Chris Haines. I declare under penalty of perjury and upon my personal knowledge that the following is true and correct. I am the Vice President of Tolteca Enterprises Inc., dba The Phoenix Recovery Group. As such I am familiar with the proceedings in the Hackler case and surrounding circumstances. When Plaintiff's counsel proposed a settlement for \$20,000 the company was not able to financially afford that. Tolteca consulted with a bankruptcy lawyer but decided to tough this out and work through this case. Later on during this litigation, the company laid off 50% of its staff and obtained a Payroll Protection Program cash infusion. To try to settle this case and move on, \$55,000 was offered to settle. Tolteca believes the amount was very fair but Plaintiff's counsel was difficult about reaching a compromise and settlement. Also, the finances of the company improved after Frank Gamboa, my brother, finished his divorce case with my sister in law, Venessa. In the division of property, Venessa was awarded shares in Tolteca. Venessa and I have earnestly sought to stabilize the company and as part of that effort, Tolteca sought to settle this case for \$55,000 an amount that was feasible for Tolteca to pay given some installment payment terms. It is true that Tolteca's software was not able to generate names and addresses of possible class members. Tolteca uses a bulk mailer named Focus One who was told to gather names and addresses to provide that information to Plaintiff's counsel. Focus One did provide the information which was turned over to Plaintiff's counsel. As further evidence of cooperation, Tolteca turned over financial information (tax information and financial data under seal and in confidence) to Plaintiff's counsel. Tolteca did nothing egregious in this case. Tolteca has striven to cooperate in this lawsuit and believes that it did so in an equitable manner. The matters about which Plaintiff complained have been corrected. Imposing 30x the class benefit in attorney fees and shifting noticing costs onto Tolteca would be unfair, punitive, unreasonable, financially onerous and crippling. Our counsel is charging \$300/hr for his representation in this lawsuit.

Dated: July 13, 2021.

Chris Haines

Chris Haines, VP

Exhibit 2, Tom Clarke

DECLARATION OF THOMAS A. CLARKE

I declare the following statements are true and correct under penalty of perjury.

I am the attorney for Tolteca Enterprises Inc., in the above case. I am licensed to practice law in the State of Texas and admitted to the Fifth Circuit Court of Appeals, the United States District Court for the Western, Eastern, Southern and Northern Districts of Texas, the United States District Court for Colorado and the United States District Court of Ohio, Columbus Division. In my legal opinion and based on my training, education and experience, \$500 / hr is not reasonable in this case where there was no jury trial, no depositions, and no in person court proceedings or discovery sanctions. \$350 / hr would be reasonable. I am charging Tolteca \$300 / hr.

I have reviewed the State Bar of Texas Dept of Research & Analysis from 2016 and believe that it supports my opinion. *See, Attached*

I believe the arguments set out in Tolteca's response about attorney fees and costs are sound and the amount claimed by Plaintiff's counsel is unreasonable and unfair under the totality of circumstances. I believe 30x the class award for fees is exorbitant and should be reduced by the court. I believe \$101,000 for class counsel is unreasonable and excessive for all the arguments set forth in the Response. I believe there is no compelling reason to shift class noticing costs onto my client. That is a cost that class counsel should bear.

I informed class counsel from the beginning of this lawsuit that my client had a meager net worth and my client provided adequate proof of its low net worth.

Dated: July 14, 2021.

S/Thomas A. Clarke

Exhibit 3, State Bar Survey

STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS



2015 HOURLY FACT SHEET

Published August 2016

Analysis by Invariance Dynamics Consulting – Nils Greger Olsson, PhD

P.O. Box 12487, Austin, TX 78711 (800) 204-2222, ext. 1724 or (512) 427-1724 research@texasbar.com

2015 HOURLY RATE FACT SHEET

Introduction

This hourly rate report is published periodically about the economics of law practice in Texas. To make such information available to attorneys, the State Bar's Department of Research and Analysis conducted the Texas Attorney Survey – Status 2015 on March 21, 2016. A goal of the survey was to obtain information on hourly rates charged in 2015 by Texas attorneys.

This report presents the data collected on the hourly rates of 4,260 licensed and practicing, full-time private practitioners who provided hourly rate information for the calendar year 2015. The report provides detailed breakdowns of hourly rates by sex, race, ethnicity, age, law firm size, years of experience, area of practice, and region of the state. A comparison to 2013 hourly rates is also provided for select demographics.

The questionnaire was emailed on March 21, 2016, to all active State Bar of Texas attorneys who have not opted out of taking surveys ($N = 94,150$). The survey's response rate was 12.5 percent, with a total of 11,793 attorneys responding to at least a portion of the survey. A more detailed description of the methodology and a copy of the questionnaire are included at the end of this report (Appendix A).

This report on hourly rates displays the median hourly rates by category. The median hourly rate is the preferred measure of average hourly rates, rather than the mean, because it more accurately represents the typical rates. Rates are only reported on categories with 6 or more responses.

2015 and 2013 Overall Hourly Rates¹: Distribution Statistics

This *distribution statistics* table on the right shows the following statistics of 2015 hourly rates:

- i. The **mean (average)**: of reported hourly rates.
- ii. The **75th percentile**²: 75 percent of attorneys charge at or less.
- iii. The **median (50th percentile)**: the hourly rate charged at the midpoint of a rank ordering of attorneys' rates (50 percent of attorneys charge the median or less).
- iv. The **25th percentile**, the rate that 25 percent of attorneys charge at or less than.

When possible, the 2013 hourly rate medians are shown for the comparison.

	2013 Hourly Rate	Private Practitioners (n= 4,951)
Median	\$242	
Increase or decrease in medians (2015 - 2013)	\$18	
Percent change in medians (2015 - 2013) / 2013	7.4%	

¹If an attorney's hourly rate varied by area of practice, a simple average for that attorney was calculated.

Hourly Rate Summary Findings

Below are summary findings from the 2015 survey. Articles will be published in the *Texas Bar Journal* to provide detailed information on notable findings.

All hourly rate information provided in this report is for full-time private practitioners only.

Hourly Rates by Demographic Category

- The median hourly rate reported for all full-time private practitioners increased by 7.4 percent (\$242 to \$260) from 2013 to 2015.
- The median hourly rate reported for women attorneys increased by 9.6 percent (\$228 to \$250) from 2013 to 2015. This compares to a 11.3 percent (\$247 to \$275) increase for male attorneys.
- The median hourly rate reported for racial minority attorneys increased by 14.7 percent (\$218 to \$250) from 2013 to 2015. This compares to a 6.1 percent increase (\$245 to \$260) for white attorneys.
- There is a direct relationship between median hourly rates and years of experience, age, and firm size. Information on median hourly rates reported in 2015 for these categories include:
 - Years of experience: Rates increase as attorneys obtain more experience. In 2015, rates ranged from \$200 for attorneys who had 2 or less years of experience to \$300 for attorneys who had more than 25 years of experience.
 - Age: Rates increase as attorney's age. In 2015, rates ranged from \$180 for attorneys who were 21 to 25 years of age to \$300 for attorneys who were more than 65 years of age.
 - Firm size: Rates increase as firm sizes increase. In 2015, rates ranged from \$250 for attorneys who worked as solo practitioners to \$425 for attorneys who were in firms with more than 400 attorneys.
- Detailed information on hourly rates reported by practice area can be found on pages 6-7, and 9-11.

Hourly Rates by Geographic Region

- Overall median hourly rate findings by geographic region include:
 - All metropolitan regions: Rates for attorneys in metropolitan regions increased by 8.2 percent (\$243 to \$263) from 2013 to 2015.
 - Non-metropolitan areas: Rates for attorneys in non-metropolitan areas increased by 20.6 percent (\$199 to \$240) from 2013 to 2015.
 - Out of state/country: Rates for attorneys out of state/country increased by 9.7 percent (\$269 to \$295) from 2013 to 2015.
- Detailed information on hourly rates by geographic region can be found on pages 8-13.

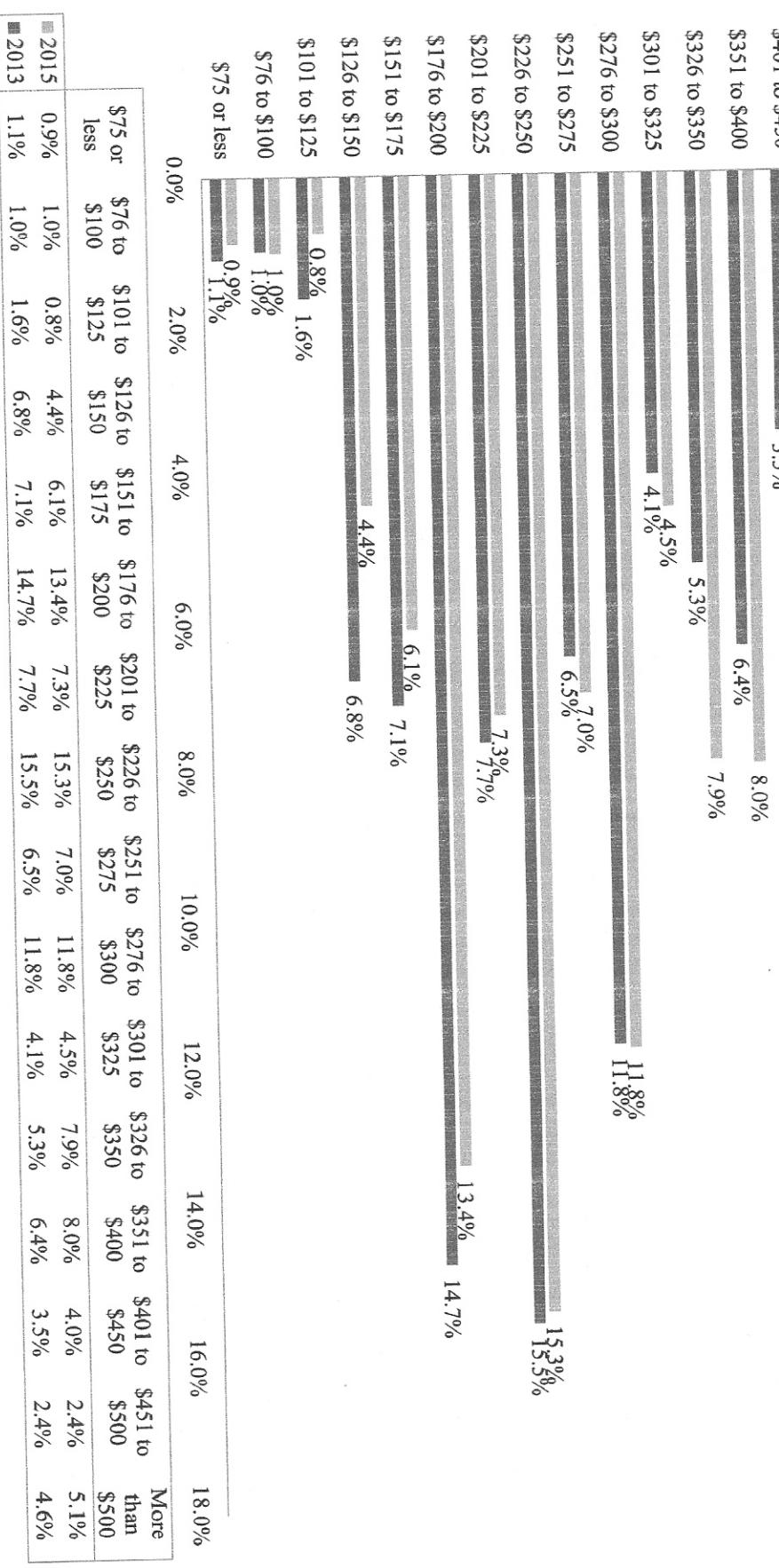
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2015 HOURS RATE FACT SHEET

**Median Hourly Rates by Demographic Category
Hourly Rate Ranges of 2015 and 2013 – Full-Time Private Practitioners**

2013 Median Hourly Rate = \$242
2015 Median Hourly Rate = \$260
 2013 to 2015 Percent Change = 7.4%
 2013 to 2015 Difference = +\$18



*Note: If an attorney's hourly rate varied by area of practice, a simple average was calculated.

2015 HOURS RATE FACT SHEET

**Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rate by Sex, Race, and Ethnicity**

		Median Hourly Rates		Change from 2013 to 2015	Percent Change
		2013	2015		
All full-Time Private Practitioners		\$242 (N = 4,951)	\$260 (N = 4,260)	\$18	7.4%
Sex					
Male		\$247 (N = 3,271)	\$275 (N = 2,749)	\$28	11.3%
Female		\$228 (N = 1,458)	\$250 (N = 1,406)	\$22	9.6%
Race					
White		\$245 (N = 3,958)	\$260 (N = 3,730)	\$15	6.1%
All Racial Minorities (For 2013, this included Hispanic or Latino)		\$218 (N = 732)	\$250 (N = 371)	\$32	14.7%
Black or African American		\$220 (N = 132)	\$250 (N = 110)	\$30	13.6%
American Indian or Alaska Native		\$200 (N = 14)	\$250 (N = 24)	\$50	25.0%
Asian		\$230 (N = 107)	\$250 (N = 89)	\$20	8.7%
(above was "Asian/Pacific Islander in 2013")		N/A	~	N/A	N/A
Native Hawaiian or Other Pacific Islander		N/A	N/A	N/A	N/A
Two or More Races		\$233 (N = 65)	\$264 (N = 74)	\$31	13.2%
Other Race		\$238 (N = 53)	\$250 (N = 70)	\$12	5.0%
Ethnicity					
Hispanic or Latino		\$203 (N = 361)	\$250 (N = 376)	\$47	23.2%
Not Hispanic or Latino		N/A N/A	\$265 (N = 3,721)	N/A	N/A

If multiple rates provided, by practice area, they were averaged for overall hourly rate. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

2015 HOURLY RATE FACT SHEET

**Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rate by Years of Experience**

Years of Experience	Median Hourly Rates		Difference	Change from 2013 to 2015	Percent Change
	2013	2015			
2 or less years	\$185 (N = 590)	\$200 (N = 475)	\$15	\$15	8.1%
3 to 6 years	\$218 (N = 790)	\$250 (N = 759)	\$32	\$32	14.7%
7 to 10 years	\$239 (N = 533)	\$250 (N = 483)	\$11	\$11	4.6%
11 to 15 years	\$245 (N = 498)	\$258 (N = 483)	\$13	\$13	5.4%
16 to 20 years	\$261 (N = 437)	\$300 (N = 382)	\$39	\$39	14.9%
21 to 25 years	\$264 (N = 504)	\$300 (N = 383)	\$36	\$36	13.6%
Over 25 years	\$281 (N = 1,399)	\$300 (N = 1,194)	\$19	\$19	6.8%

Note: Years of experience based on year first licensed in any jurisdiction.

2015 HOURLY RATE FACT SHEET

**Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rate by Age**

Age	Median Hourly Rates		Difference	Change from 2013 to 2015	Percent Change
	2013	2015			
21 to 25 years	\$150 (N = 26)	\$180 (N = 49)	\$30	20.0%	20.0%
26 to 30 years	\$192 (N = 624)	\$200 (N = 567)	\$8	4.2%	4.2%
31 to 35 years	\$227 (N = 686)	\$250 (N = 672)	\$23	10.1%	10.1%
36 to 40 years	\$237 (N = 512)	\$250 (N = 466)	\$13	5.5%	5.5%
41 to 45 years	\$240 (N = 499)	\$254 (N = 444)	\$14	5.9%	5.9%
46 to 50 years	\$262 (N = 500)	\$290 (N = 398)	\$28	10.7%	10.7%
51 to 55 years	\$268 (N = 530)	\$275 (N = 426)	\$7	2.6%	2.6%
56 to 60 years	\$269 (N = 546)	\$300 (N = 428)	\$31	11.5%	11.5%
61 to 65 years	\$270 (N = 397)	\$300 (N = 367)	\$30	11.1%	11.1%
More than 65 years	\$279 (N = 401)	\$300 (N = 325)	\$21	7.5%	7.5%

**Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rates by Firm Size**

Firm Size	Median Hourly Rates		Change from 2013 to 2015	Percent Change
	2013	2015		
Solo Practitioners	\$230 (N = 1,539)	\$250 (N = 1,101)	\$20	8.7%
2 to 5 attorneys	\$237 (N = 1,336)	\$250	\$13	5.5%
6 to 10 attorneys	\$236 (N = 488)	\$250	\$14	5.9%
11 to 24 attorneys	\$231 (N = 468)	\$250	\$19	8.2%
25 to 40 attorneys	\$236 (N = 271)	\$250	\$14	5.9%
41 to 60 attorneys	\$248 (N = 114)	\$280 (N = 123)	\$32	12.9%
61 to 100 attorneys	\$266 (N = 129)	\$257 (N = 84)	-\$9	-3.5%
101 to 200 attorneys	\$304 (N = 117)	\$333 (N = 93)	\$29	9.6%
201 to 400	\$378 (N = 117)	\$359 (N = 137)	-\$19	-5.1%
More than 400 attorneys	\$452 (N = 347)	\$425 (N = 318)	-\$27	-6.0%

2015 HOURS RATE FACT SHEET

**Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rates by Practice Area**

Practice Area	Median Hourly Rates		Change from 2013 to 2015	Percent Change
	2013	2015		
Administrative and Public ADR	\$243 (N = 132) \$278 (N = 65)	\$271 (N = 88) \$300 (N = 30)	\$28	11.6%
Antitrust	\$463 (N = 19)	\$485 (N = 13)	\$22	4.8%
Appellate	\$258 (N = 190)	\$295 (N = 162)	\$37	14.3%
Aviation	\$230 (N = 11)	\$310 (N = 11)	\$80	34.8%
Bankruptcy	\$259 (N = 218)	\$300 (N = 106)	\$41	15.8%
Business	\$248 (N = 841)	\$285 (N = 879)	\$37	14.9%
Construction	\$235 (N = 197)	\$250 (N = 215)	\$15	6.4%
Criminal	\$233 (N = 128)	\$243 (N = 88)	\$10	4.1%
Creditor-Debtor	\$211 (N = 200)	\$250 (N = 159)	\$39	18.5%
Elder Law	\$190 (N = 519)	\$200 (N = 149)	\$10	5.3%
Entertainment	\$228 (N = 97)	\$250 (N = 58)	\$22	9.6%
Environmental	\$321 (N = 59)	\$308 (N = 54)	-\$14	-4.2%
Ethics-Legal Malpractice	\$279 (N = 29)	\$273 (N = 30)	-\$7	-2.3%
Family	\$227 (N = 1,071)	\$250 (N = 916)	\$23	10.1%
Government/Administrative	\$196 (N = 143)	\$225 (N = 126)	\$29	14.8%
Health Care	\$247 (N = 116)	\$255 (N = 112)	\$8	3.2%
Immigration	\$196 (N = 87)	\$270 (N = 12)	\$74	37.8%

Note: Attorneys could report working in more than one practice area. For example, if an attorney reported working in both family law and criminal law they were counted in both.

2015 HOURLY RATE FACT SHEET

**Hourly Rates by Demographic Category
2013 and 2015 Median Hourly Rates by Practice Area (Continued)**

Practice Area	Median Hourly Rates	2013	2015	Change from 2013 to 2015	
				Difference	Percent Change
Insurance	\$183 (N = 269)	\$195 (N = 271)	\$12	6.6%	
Intellectual Property	\$331 (N = 267)	\$365 (N = 208)	\$34	10.3%	
International	\$350 (N = 36)	\$385 (N = 31)	\$35	10.0%	
Juvenile	\$147 (N = 47)	\$100 (N = 27)	-\$47	-32.0%	
Labor-Employment	\$256 (N = 335)	\$278 (N = 282)	\$22	8.4%	
Law Office Management	\$241 (N = 15)	N/A	N/A	N/A	
Litigation: Commercial	\$265 (N = 1,299)	\$283 (N = 1209)	\$18	6.6%	
Litigation: Personal Injury	\$189 (N = 599)	\$185 (N = 431)	-\$4	-2.1%	
Military	~	N/A	N/A	N/A	
Oil & Gas	\$240 (N = 350)	\$255 (N = 302)	\$15	6.3%	
Other	\$237 (N = 265)	\$260 (N = 183)	\$23	9.7%	
Public Utility Law	\$259 (N = 44)	\$308 (N = 30)	\$49	18.7%	
Real Estate	\$237 (N = 731)	\$250 (N = 612)	\$13	5.5%	
School Law	\$208 (N = 56)	\$225 (N = 48)	\$17	8.2%	
Securities Law	\$338 (N = 83)	\$385 (N = 78)	\$47	13.9%	
Social Security Law	\$194 (N = 12)	~	N/A	N/A	
Taxation	\$292 (N = 151)	\$350 (N = 172)	\$58	19.9%	
Technology	\$290 (N = 30)	\$375 (N = 25)	\$85	29.3%	
Wills-Trusts-Probate	\$232 (N = 867)	\$250 (N = 602)	\$18	7.8%	

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise the tilde is shown (~).

2015 HOURLY RATE FACT SHEET

**Hourly Rates by Geographic Region
2013 and 2015 Median Hourly Rates by Region**

Region	Median Hourly Rates		Difference	Change from 2013 to 2015 Percent Change
	2013	2015		
All Metropolitan Regions	\$243 (N = 4,234)	\$263 (N = 3,644)	\$20	8.2%
Houston-The Woodlands-Sugarland MSA	\$249 (N = 1,257)	\$275 (N = 1,134)	\$26	10.4%
Dallas-Fort Worth-Arlington MSA	\$249 (N = 1,368)	\$275 (N = 1,144)	\$26	10.4%
Austin-Round Rock MSA	\$259 (N = 574)	\$300 (N = 449)	\$41	15.8%
San Antonio-New Braunfels MSA	\$225 (N = 358)	\$250 (N = 341)	\$25	11.1%
El Paso MSA	\$203 (N = 61)	\$200 (N = 62)	-\$3	-1.5%
Corpus Christi MSA	\$229 (N = 59)	\$250 (N = 50)	\$21	9.2%
Beaumont-Port Arthur MSA	\$218 (N = 46)	\$232 (N = 42)	\$14	6.4%
Central Texas MSAs	\$199 (N = 55)	\$225 (N = 51)	\$26	13.1%
East & NE Texas MSAs	\$225 (N = 162)	\$250 (N = 139)	\$25	11.1%
South Texas MSAs	\$198 (N = 97)	\$225 (N = 79)	\$27	13.6%
West Texas MSAs	\$224 (N = 197)	\$225 (N = 153)	\$1	0.4%
Non-Metro Areas	\$199 (N = 191)	\$240 (N = 154)	\$41	20.6%
Out of State/Country	\$269 (N = 251)	\$295 (N = 278)	\$26	9.7%

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region 2015 Median Hourly Rates

Practice Area by	2015 Median Hourly Rates by Practice Area by Region										Out of State/ Country	
	Houston-The Woodlands (N = 8)	Dallas-Fort Worth-Arlington (N = 8)	Austin-Round Rock (N = 8)	San Antonio-New Braunfels (N = 8)	El Paso MSA (N = 8)	Corpus Christi MSA (N = 8)	Beaumont-T-Port Arthur MSA (N = 8)	Central Texas MSAs (N = 8)	East & NE Texas MSAs (N = 8)	South Texas MSAs (N = 8)	West Texas MSAs (N = 8)	
Administrative and Public	\$300 (N = 15)	\$250 (N = 13)	\$300 (N = 37)	\$200 ~	~	~	~	~	~	~	~	\$208
ADR	\$350 (N = 8)	\$385 (N = 8)	~	~	~	~	~	~	~	~	~	~
Antitrust	~	~	~	~	~	~	~	~	~	~	~	~
Appellate	\$325 (N = 45)	\$275 (N = 46)	\$340 (N = 19)	\$250 (N = 9)	~	~	~	~	~	~	~	\$195 (N = 11)
Aviation	~	~	~	~	~	~	~	~	~	~	~	\$198 (N = 12)
Bankruptcy	\$300 (N = 31)	\$340 (N = 39)	~	~	~	~	~	~	~	~	~	\$355 (N = 8)
Business	\$300 (N = 240)	\$300 (N = 282)	\$300 (N = 79)	\$278 (N = 62)	\$245 (N = 8)	\$250 (N = 7)	\$275 (N = 9)	\$250 (N = 10)	\$250 (N = 36)	\$250 (N = 11)	\$225 (N = 34)	\$238 (N = 18)
Construction	\$240 (N = 59)	\$250 (N = 71)	\$275 (N = 21)	\$250 (N = 23)	~	~	~	~	~	~	~	\$280 (N = 11)
Consumer	\$200 (N = 20)	\$225 (N = 25)	\$275 (N = 9)	\$250 (N = 7)	~	~	~	~	~	~	~	\$250 (N = 9)
Creditor-Debtor	\$250 (N = 45)	\$265 (N = 45)	\$250 (N = 10)	\$200 (N = 11)	~	~	~	~	~	~	~	~
Criminal	\$200 (N = 27)	\$238 (N = 30)	\$190 (N = 8)	\$200 (N = 14)	~	~	~	~	~	~	~	~
Elder Law	\$233 (N = 8)	\$250 (N = 17)	\$263 (N = 7)	~	~	~	~	~	~	~	~	~
Entertainment	~	~	~	~	~	~	~	~	~	~	~	~
	\$300 (N = 7)	~	~	~	~	~	~	~	~	~	~	~

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region (continued)

2015 Median Hourly Rates by Practice Area by Region (Continued)

Practice Area by Region	Houston-The Woodlands-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio-New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State/Country
Environmental	\$388 (N = 12)	\$418 (N = 6)	\$300 (N = 16)	~	~	~	~	~	~	~	~	~	\$330 (N = 12)
Ethics-Legal Malpractice	\$350 (N = 7)	\$240 (N = 12)	~	~	~	~	~	~	~	~	~	~	\$250 (N = 23)
Family	\$260 (N = 219)	\$250 (N = 242)	\$268 (N = 82)	\$225 (N = 98)	\$213 (N = 10)	\$213 (N = 8)	\$200 (N = 7)	\$219 (N = 26)	\$250 (N = 47)	\$250 (N = 17)	\$250 (N = 38)	\$250 (N = 61)	\$250 (N = 23)
Government/Administrative	\$250 (N = 24)	\$213 (N = 24)	\$263 (N = 24)	\$238 (N = 6)	~	~	~	~	~	\$200 (N = 10)	~	~	\$225 (N = 7)
Health Care	\$200 (N = 17)	\$240 (N = 32)	\$340 (N = 16)	\$180 (N = 15)	~	~	~	~	~	~	~	~	\$300 (N = 10)
Immigration	\$295 (N = 6)	~	~	~	~	~	~	~	~	~	~	~	~
Insurance	\$200 (N = 92)	\$185 (N = 61)	\$213 (N = 24)	\$175 (N = 20)	~	~	~	~	~	\$200 (N = 7)	\$190 (N = 7)	~	\$185 (N = 27)
Intellectual Property	\$345 (N = 48)	\$370 (N = 68)	\$400 (N = 39)	~	~	~	~	~	\$350 (N = 9)	~	~	~	\$400 (N = 25)
International	\$435 (N = 13)	\$313 (N = 6)	~	~	~	~	~	~	~	~	~	~	\$525 (N = 7)
Juvenile	~	\$100 (N = 8)	~	~	~	~	~	~	~	~	~	~	\$100 (N = 7)
Labor-Employment	\$285 (N = 65)	\$280 (N = 81)	\$300 (N = 33)	\$258 (N = 24)	\$205 (N = 10)	~	~	~	\$240 (N = 9)	\$225 (N = 10)	\$225 (N = 6)	~	\$300 (N = 21)
Law Office Management	~	~	~	~	~	~	~	~	~	~	~	~	~
Litigation: Commercial	\$295 (N = 367)	\$300 (N = 350)	~	\$263 (N = 83)	\$275 (N = 17)	\$250 (N = 13)	\$250 (N = 15)	\$250 (N = 13)	\$250 (N = 38)	\$275 (N = 22)	\$250 (N = 43)	\$250 (N = 31)	\$220 (N = 77)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

Hourly Rates by Practice Area by Geographic Region (continued)

2015 Median Hourly Rates

2015 Median Hourly Rates by Practice Area by Region
(Continued)

	Houston-The Woodlands-Sugarland MSA	Dallas-Fort Worth-Arlington MSA	Austin-Round Rock MSA	San Antonio-New Braunfels MSA	El Paso MSA	Corpus Christi MSA	Beaumont-Port Arthur MSA	Central Texas MSAs	East & NE Texas MSAs	South Texas MSAs	West Texas MSAs	Non-Metro Areas	Out of State/County
Practice Area by Region													
Litigation: Personal Injury	\$200 (N = 135)	\$185 (N = 104)	\$200 (N = 20)	\$175 (N = 42)	\$160 (N = 13)	\$160 (N = 11)	\$200 (N = 11)	\$160 (N = 9)	\$160 (N = 15)	\$175 (N = 17)	\$160 (N = 17)	~	\$200 (N = 29)
Military	~	~	~	~	~	~	~	~	~	~	~	~	~
Oil & Gas	\$300 (N = 100)	\$268 (N = 48)	\$300 (N = 14)	\$250 (N = 17)	~	\$250 (N = 7)	~	~	\$250 (N = 18)	~	\$245 (N = 34)	\$250 (N = 25)	\$275 (N = 19)
Other	\$250 (N = 49)	\$278 (N = 36)	\$250 (N = 19)	\$300 (N = 16)	~	~	~	~	\$200 (N = 9)	\$225 (N = 12)	\$283 (N = 12)	\$295 (N = 22)	~
Public Utility Law	~	~	~	~	~	~	~	~	~	~	~	~	~
Real Estate	\$275 (N = 150)	\$285 (N = 162)	\$275 (N = 60)	\$250 (N = 57)	\$213 (N = 10)	\$250 (N = 11)	\$250 (N = 9)	\$250 (N = 20)	\$250 (N = 11)	\$200 (N = 18)	\$200 (N = 44)	\$275 (N = 35)	~
School Law	\$250 (N = 9)	\$205 (N = 11)	\$249 (N = 6)	~	~	~	~	~	~	~	~	~	\$465 (N = 7)
Securities Law	\$400 (N = 26)	\$375 (N = 23)	\$375 (N = 15)	~	~	~	~	~	~	~	~	~	~
Social Security Law	~	~	~	~	~	~	~	~	~	~	~	~	\$325 (N = 16)
Taxation	\$350 (N = 62)	\$400 (N = 42)	\$325 (N = 20)	\$288 (N = 12)	~	~	~	~	~	~	~	~	~
Technology	~	~	~	~	~	~	~	~	~	~	~	~	~
Wills-Trusts-Probate	\$275 (N = 147)	\$350 (N = 9)	\$275 (N = 8)	\$250 (N = 65)	\$225 (N = 7)	\$213 (N = 14)	\$250 (N = 7)	\$250 (N = 11)	\$250 (N = 35)	\$260 (N = 9)	\$250 (N = 32)	\$250 (N = 58)	\$300 (N = 15)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURS RATE FACT SHEET

Hourly Rates by Geographic Region by Years of Experience 2015 Median Hourly Rates

Region by Years of Experience	2015 Median Hourly Rates by Region by Years of Experience					
	2 or less years	3 to 6 years	7 to 10 years	11 to 15 years	16 to 20 years	21 to 25 years
Houston-The Woodlands-Sugarland MSA	\$213 (N = 145)	\$250 (N = 211)	\$265 (N = 125)	\$257 (N = 130)	\$300 (N = 92)	\$300 (N = 103)
Dallas-Fort Worth-Arlington MSA	\$217 (N = 155)	\$250 (N = 210)	\$250 (N = 161)	\$300 (N = 113)	\$300 (N = 99)	\$350 (N = 112)
Austin-Round Rock MSA	\$225 (N = 44)	\$250 (N = 89)	\$300 (N = 52)	\$308 (N = 65)	\$308 (N = 46)	\$350 (N = 41)
San Antonio-New Braunfels MSA	\$200 (N = 52)	\$200 (N = 68)	\$250 (N = 39)	\$250 (N = 40)	\$284 (N = 32)	\$288 (N = 14)
El Paso MSA	~	\$175 (N = 9)	~	\$225 (N = 6)	\$225 (N = 12)	\$275 (N = 21)
Corpus Christi MSA	\$188 (N = 6)	~	~	~	~	\$269 (N = 24)
Beaumont-Port Arthur MSA	~	~	~	~	\$250 (N = 6)	\$275 (N = 19)
Central Texas MSAs	~	\$214 (N = 14)	~	\$215 (N = 9)	~	\$259 (N = 14)
East & NE Texas MSAs	\$175 (N = 10)	\$200 (N = 21)	\$240 (N = 12)	\$235 (N = 15)	\$263 (N = 12)	\$275 (N = 19)
South Texas MSAs	\$160 (N = 6)	\$185 (N = 7)	\$225 (N = 13)	\$200 (N = 6)	\$238 (N = 6)	\$231 (N = 14)
West Texas MSAs	\$180 (N = 20)	\$200 (N = 34)	\$200 (N = 23)	\$238 (N = 16)	\$250 (N = 12)	\$273 (N = 14)
Non-Metro Areas	\$175 (N = 8)	\$190 (N = 16)	\$250 (N = 11)	\$225 (N = 19)	\$225 (N = 15)	\$275 (N = 7)
Out of State/Country	\$191 (N = 10)	\$250 (N = 56)	\$280 (N = 29)	\$295 (N = 35)	\$323 (N = 36)	\$307 (N = 28)

Note: Attorneys could report working in more than one practice area. Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURS RATE FACT SHEET

Hourly Rates by Geographic Region by Firm Size 2015 Median Hourly Rates

Firm Size by Region	2015 Hourly Rate Fact Sheet							
	Solo Practitioners	2 to 5 attorneys	6 to 10 attorneys	11 to 24 attorneys	25 to 40 attorneys	41 to 60 attorneys	61 to 100 attorneys	101 to 200 attorneys
Houston-The Woodlands-Sugarland MSA	\$250 (N = 264)	\$250 (N = 306)	\$250 (N = 133)	\$270 (N = 118)	\$250 (N = 65)	\$253 (N = 20)	\$246 (N = 32)	\$350 (N = 33)
Dallas-Fort Worth-Arlington MSA	\$275 (N = 265)	\$270 (N = 301)	\$250 (N = 126)	\$228 (N = 112)	\$250 (N = 86)	\$335 (N = 53)	\$295 (N = 27)	\$360 (N = 25)
Austin-Round Rock MSA	\$268 (N = 110)	\$297 (N = 122)	\$300 (N = 58)	\$295 (N = 44)	\$250 (N = 23)	\$285 (N = 11)	\$250 (N = 7)	\$408 (N = 8)
San Antonio-New Braunfels MSA	\$250 (N = 107)	\$225 (N = 93)	\$216 (N = 50)	\$215 (N = 40)	\$210 (N = 8)	\$263 (N = 7)	~	\$293 (N = 7)
El Paso MSA	\$250 (N = 17)	\$200 (N = 27)	~	\$171 (N = 8)	~	~	~	~
Corpus Christi MSA	\$250 (N = 27)	\$225 (N = 10)	\$208 (N = 10)	~	~	~	~	~
Beaumont-Port Arthur MSA	\$230 (N = 9)	\$225 (N = 14)	\$264 (N = 6)	~	~	~	~	~
Central Texas MSAs	\$213 (N = 15)	\$200 (N = 13)	~	\$225 (N = 10)	~	~	~	~
East & NE Texas MSAs	\$250 (N = 48)	\$250 (N = 54)	\$248 (N = 19)	~	~	~	~	~
South Texas MSAs	\$225 (N = 27)	\$230 (N = 21)	\$188 (N = 11)	\$200 (N = 14)	~	~	~	~
West Texas MSAs	\$225 (N = 34)	\$200 (N = 35)	\$224 (N = 22)	\$209 (N = 28)	\$241 (N = 20)	\$205 (N = 10)	~	~
Non-Metro Areas	\$200 (N = 79)	\$250 (N = 59)	\$250 (N = 10)	~	~	~	~	~
Out of State/Country	\$256 (N = 52)	\$275 (N = 50)	\$225 (N = 33)	\$288 (N = 26)	\$250 (N = 25)	\$308 (N = 9)	\$270 (N = 9)	\$368 (N = 12)
								\$465 (N = 39)

Rates are reported only for groups with six or more observations. Otherwise a tilde is shown (~).

2015 HOURLY RATE FACT SHEET

APPENDIX**Method****Data Collection**

Attorney hourly rate information was collected in the Texas Attorney Survey – Status 2015. The questionnaire (Appendix A) was emailed on March 21, 2016, to 94,150 active attorneys licensed by the State Bar of Texas, maintaining active membership in the State Bar of Texas, and who did not opt out of receiving survey mailings.

The survey's results are presented in part by geographic region, which is broken down into 13 economic areas. The metropolitan areas (Metropolitan Statistical Areas or MSAs) were defined by the Federal Office of Management and Budget.

Response Rate

The cutoff date of the survey was April 18, 2016. As of the deadline there were 11,793 who completed the questionnaire, for an overall response rate of 12.5 percent. Response rates for each region are shown in the table below. Information below is on respondents who provided information on the county they practiced in.

2015 Hourly Rate Fact Sheet - Response Rates				
Active State Bar of Texas Members	% of State Bar Membership	SBOT Survey Respondents	% of Respondents	Response Rate
Houston-The Woodlands-Sugarland MSA	28,224	28.6%	2,711	29.1%
Dallas-Fort Worth-Arlington MSA	26,853	27.2%	2,704	29.0%
Austin-Round Rock MSA	11,781	11.9%	1,411	15.1%
San Antonio-New Braunfels MSA	6,754	6.8%	799	8.6%
El Paso MSA	1,278	1.3%	161	1.7%
Corpus Christi MSA	1,088	1.1%	134	1.4%
Beaumont-Port Arthur MSA	795	0.8%	84	0.9%
Central Texas MSAs	1,034	1.0%	140	1.5%
East & NE Texas MSAs	2,270	2.3%	284	3.0%
South Texas MSAs	1,923	1.9%	219	2.3%
West Texas MSAs	2,540	2.6%	332	3.6%
Non-Metro Areas	3,417	3.5%	395	4.2%
Out of State/Country	10,714	10.9%	1,069	11.5%
Total attorneys identified by work location	98,671	100.0%	10,443	100.0%
Response rate including all attorneys who responded, even if not identified by location			11,793	12.5%

*Numbers are based on attorneys who have reported the county they practiced in.

2015 HOURLY RATE FACT SHEET

Regions and Counties in Each Region

1 Houston-The Woodlands-Sugar Land MSA	Austin Brazoria Chambers Fort Bend Galveston Harris Liberty Montgomery Waller	6 Corpus Christi MSA	Aansas Archer Nueces San Patricio
2 Dallas-Fort Worth-Arlington MSA	Collin Dallas Denton Ellis Hood Hunt Johnson Kaufman Parker Rockwall Somervell Tarrant Wise	7 Beaumont-Port Arthur MSA	Hardin Jefferson Newton Orange
8 Waco MSA	McLennan Falls	9 Killeen-Temple MSA	Bell Coryell Lampasas
10 College Station-Bryan MSA	Brazos Burleson Robertson	11 Longview MSA	Callahan Jones Taylor
3 Austin-Round Rock MSA	Bastrop Caldwell Hays Travis Williamson	12 Sherman-Denison MSA	Armstrong Carson Oldham Potter Randall
4 San Antonio-New Braunfels MSA	Atascosa Bandera Bexar Comal Guadalupe Kendall Medina Wilson	13 Texarkana MSA	Crosby Lubbock Lynn
5 El Paso MSA	El Paso Hudspeth	14 Tyler MSA	Bowie
15 Victoria MSA	Goliad Victoria	24 Odessa MSA	Ector
		25 San Angelo MSA	Irion Tom Green
		16 Wichita Falls MSA	Archer Clay Wichita
		17 Brownsville-Harlingen MSA	Cameron
		18 Laredo MSA	Webb
		19 McAllen-Edinburg-Mission MSA	Hidalgo
		20 Abilene MSA	
		21 Amarillo MSA	
		22 Lubbock MSA	
		23 Midland MSA	Martin Midland

2015 HOURLY RATE FACT SHEET

26 Non-Metropolitan Counties

Andrews	Franklin	Llano	Terrell
Freestone	Freestone	Loving	Terry
Frio	Frio	Madison	Throckmorton
Gaines	Gaines	Martin	Titus
Garza	Garza	Mason	Trinity
Bailey	Gillespie	Matagorda	Tyler
Baylor	Glasscock	Maverick	Upton
Bee	Gonzales	McCulloch	Val Verde
Blanco	Gray	McMullen	Van Zandt
Borden	Grimes	Menard	Walker
Bosque	Hale	Milan	Ward
Brewster	Hall	Mills	Washington
Briscoe	Hamilton	Mitchell	Wharton
Brooks	Hansford	Montague	Wheeler
Brown	Hart	Moore	Wilbarger
Burnet	Harrison	Morris	Willacy
Caldwell	Hartley	Motley	Winkler
Camp	Haskell	Nacogdoches	Wood
Cass	Hemphill	Navarro	Yoakum
Castro	Henderson	Nolan	Young
Cherokee	Hill	Ochiltree	Zapata
Childress	Hockley	Palo Pinto	Zavala
Cochran	Hopkins	Panola	
Coke	Houston	Panner	
Coleman	Howard	Pecos	
Collingsworth	Hutchinson	Polk	
Colorado	Jack	Presidio	
Comanche	Jackson	Rains	
Concho	Jasper	Reagan	
Cooke	Jeff Davis	Real	
Cottle	Jim Hogg	Red River	
Crane	Jim Wells	Reeves	
Crockett	Karnes	Refugio	
Culberson	Kenedy	Roberts	
Dallam	Kent	Ruynels	
Dawson	Kerr	Sabine	
Deaf Smith	Kimble	San Augustine	
Delta	King	San Jacinto	
De Witt	Kinney	San Saba	
Dickens	Kleberg	Schleicher	
Dimmit	Knox	Scurry	
Donley	Lamar	Shackelford	
Duval	Lamb	Shelby	
Eastland	La Salle	Sherman	
Edwards	Lavaca	Starr	
Erath	Lee	Stephens	
Fannin	Leon	Sterling	
Fayette	Limestone	Stonewall	
Fisher	Lipscomb	Sutton	
Floyd	Live Oak	Swisher	
Foard			

The Texas Attorney Survey is conducted every other year to provide Texas attorneys with information about the economic and non-economic value of a law degree and career satisfaction. This information should help to provide prospective law students, law schools, and members of the bar with insight on how legal education affects an attorney's career.

This year the State Bar of Texas teamed up with Texas A&M University to include questions that touch on the survey is anonymous, and the process is secure. Your email address will be used for the drawings and will then be deleted and not associated with your responses.

Completion of the survey takes about four to eight minutes, depending on your occupation and pro bono experience. Please complete the survey by 5 p.m. Monday, April 4, 2016.

Your participation will help ensure you and other Texas attorneys have the most current economic information available.

If you have any questions please feel free to call us at (800) 204-2222, ext. 1724 or email us at research@texasbar.com. Thank you for your help.

Sincerely,

Cory Squires
State Bar of Texas Department of Research and Analysis

The State Bar of Texas needs your help! Complete the 2015 Texas Attorney Survey and you could win one of five prizes. Two-hundred participants will each win \$10 gift cards, two participants will win an Apple iPad Pro, and two will receive a pair of tickets to one of the following events:

- Dallas Cowboys Regular Season Home Game (game to be determined once schedule is available)
- Houston Texans Regular Season Home Game (game to be determined once schedule is available)
- NASCAR Chase for the Sprint Cup AAA Texas 500 Race
- Suite tickets including food and beverage
- VIP credentials into garbage/pit area

Dear Attorney,

MAILING

State Bar of Texas Attorney Survey -- Status 2015



Did you provide any of the above pro bono services in calendar year 2015? Yes No

The Bar's pro bono policy does not define poor; however, it encourages attorneys to serve clients that would qualify for legal aid who live at or below 125% of the federal poverty guidelines (\$14,850 for single person, \$30,375 for family of 4).

- legal services to the poor or to a charitable organization that addresses the needs of the poor,
- services that improve the legal process or availability of legal services to the poor,
- legislative, administrative or advocacy for the poor,
- unsolicited, involuntary court appointments.

7. The State Bar of Texas defines pro bono as the provision of the following without an expectation of payment or at a substantially reduced fee:

- | | | | | |
|--|-------------------------|-------------------------|-----------------|----------------------|
| 6. How has your income changed in the last year? | Decreased significantly | Increased significantly | Remained steady | Decreased moderately |
|--|-------------------------|-------------------------|-----------------|----------------------|

5. If you received a bonus for 2015, what was it?

4. What was your approximate gross personal income (including any bonus) during calendar year 2015?

- | | | | | | |
|---|-----------|-----------|-------------|----------------|-------|
| 3. In calendar year 2015, did you work: | Full-time | Part-time | By Contract | Not Applicable | Other |
|---|-----------|-----------|-------------|----------------|-------|

2. If applicable, what was your job title in 2015?

1. For 2015, what was your primary occupation?

PRIMARLY OCCUPATION	Private law practice	For-profit corporate/in-house counsel	Non-profit corporate/in-house counsel	Other law related	Non-law related	For-profit corporation/looking for work	Unemployed/not looking for work	Retired/not working	Other judicial branch	Non-government attorney	Was not licensed to practice in 2015	Other	Law faculty	Public interest lawyer
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Thank you for your participation.

Please complete this questionnaire by 5 p.m. Monday, April 4, 2016.

Responses will be saved, you may close the survey and return later to complete if needed.

Completion of the survey should take, on average, 5 minutes.

Information related to calendar year 2015.

Each question can be answered by simply selecting a response or filling in a blank. These questions are for instructions

SURVEY QUESTIONS

18. If you have any comments or suggestions about pro bono services please provide them below:

If so, what was the approximate total amount of the financial contribution you paid in 2015?

Yes No

18. Did you make any direct financial contributions related to legal services to the poor in 2015?

If so, what was the approximate total amount of the out-of-pocket expenses that you paid in 2015?

Yes No

17. Did you pay actual out-of-pocket expenses related to pro bono or legal services to the poor in 2015?

Unsolicited Court Appointments

Criminal Matters

Civil Matters

Please note that these categories do not need to sum to the total hours provided.
Approximately how many hours were for:

If so, approximately how many total hours did you provide?

Yes No

(Do not include cases where your clients failed to pay you.)

16. Did you provide any legal services at a substantially reduced fee that benefited the poor in 2015?

Legal services to simplify or improve quality of legal services to the poor

Legislative, administrative, or systems advocacy for the poor

Legal services to a charitable organization for the poor

Unsolicited Court Appointments

Criminal Matters

Civil Matters

Please note that these categories do not need to sum to the total hours provided.
Approximately how many hours were for:

If so, approximately how many total hours did you provide?

pay you.) Yes No

15. Did you provide any free legal services to the poor in 2015? (Do not include cases where your clients failed to

Historically, Texas attorneys perform about 2.4 million hours of pro bono services each year.

be used to highlight how Texas attorneys are doing their part to help low-income people in our state.

Please take a moment to answer a few questions on the pro bono services you performed in 2015. This data will

If you answered "no" to question 7, please proceed to question 19.

PRO BONO

19. In which Texas County was a majority of your work performed (in 2015)?	
<p>If majority was out-of-state or out-of-country, please note that below.</p> <p>The following voluntary demographic information is used to provide detailed economic trends and measure diversity in the practice of law in Texas. The State Bar of Texas follows the U.S. Census Bureau and U.S. Equal Employment Opportunity Commission guidelines for collecting information on sex and race/ethnicity.</p> <p>VOLUNTARY DEMOGRAPHICS</p>	
20. Years of experience as an attorney, up to and including calendar year 2015:	
<input type="checkbox"/> 2 or less years <input type="checkbox"/> 3 to 6 years <input type="checkbox"/> 7 to 10 years <input type="checkbox"/> 11 to 15 years <input type="checkbox"/> 16 to 20 years <input type="checkbox"/> More than 25 years	
21. Age:	
<input type="checkbox"/> 21 to 25 years <input type="checkbox"/> 26 to 30 years <input type="checkbox"/> 31 to 35 years <input type="checkbox"/> 36 to 40 years <input type="checkbox"/> 41 to 45 years <input type="checkbox"/> 46 to 50 years <input type="checkbox"/> 51 to 55 years <input type="checkbox"/> 56 to 60 years <input type="checkbox"/> More than 65 years	
22. Sex:	
<input type="checkbox"/> Male <input type="checkbox"/> Female	
23. Ethnicity:	
<input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino	
24. Race:	
<input type="checkbox"/> White <input type="checkbox"/> Black or African American <input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Two or More Races <input type="checkbox"/> Other	

LAW SCHOOL/CAREER SATISFACTION

25. Which of the following best describes your undergraduate major?

The purpose of these questions is to study the economic and non-economic value of a law degree and the prospective law students and members of the bar with important information about legal careers in Texas.

associates attorney satisfaction with career decisions to attend law school. This information will help provide prospective law students and members of the bar with important information about legal careers in Texas.

26. Which of the following best describes your class rank upon graduation from college?

- Business
- Humanities
- Physical science or mathematics
- Criminal justice or law enforcement
- Engineering
- Social sciences
- Other

27. Which of the following best describes your class rank upon graduation from law school?

- Top 10th percentile
- Top 25th percentile
- Top 50th percentile
- Top 75th percentile
- Don't know

28. Approximately how much student loan debt did you incur during law school?

- None
- \$100,000 or more
- \$1,000 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999

29. At this point in your career, how much remaining law school debt do you have?

- None
- \$100,000 or more
- \$1,000 - \$24,999
- \$25,000 - \$49,999
- \$50,000 - \$74,999
- \$75,000 - \$99,999

30. On a scale of 1 to 5 please provide your level of satisfaction on the following questions?

Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).

How satisfied are you with your decision to have attended law school?

How satisfied are you with your career?

STATE BAR OF TEXAS MEMBER SERVICES		
31. Please provide information on your experience using the following State Bar of Texas Member Services		
<p>Please rate your level of satisfaction on a scale of 1 to 5 (1 being Very Dissatisfied and 5 being Very Satisfied).</p> <p>Satisfaction scale: 1-Very Dissatisfied, 2-Somewhat Dissatisfied, 3-Neither Satisfied nor Dissatisfied, 4-Somewhat Satisfied, 5-Very Satisfied.</p> <p>Awareness scale: 1-Aware of service but have no experience, 2-I am not aware of this service</p>		
Service	Are you aware of the service	Satisfaction
Texas Bar CLE		(Y/N)
Client Attorney Assistance Program (CAAP)		
State Bar of Texas Advertising Review		
Texas Lawyers' Assistance Program (TLAP)		
State Bar of Texas Member Benefit Program		
Texas Bar Journal		
Texas Bar Career Center		
Texas Bar Private Insurance Exchange		
Free Legal Research (Fastcase, Casemaker)		
Lawyer Referral and Information Services (LRIS)		
State Bar of Texas Attorney Ethics Hotline		
24/7 online classes		
Downloadable audio MP3s of programs		
Online library of CLE articles		
Course books		
Please rate the following on a scale of 1 to 5 (1 being Not at all Important and 5 being Very Important)		
32. Overall, how would you rate the TexasBarCLE's CLE offerings compared with those of other CLE providers?		
<p>Please rate the following on a scale of 1 to 5 (1 being Much Worse and 5 being Much Better)</p>		
Live courses		
Live webcasts		
24/7 online classes		
Downloadable audio MP3s of programs		
Online library of CLE articles		
Course books		
Please rate the following on a scale of 1 to 5 (1 being Not at all Important and 5 being Very Important)		
33. Please rate the level of importance of each consideration when choosing a particular CLE program:		
Number of CLE hours		
Topics relevant to my practice		
Speakers' reputation or expertise		
Length of course		
Location of course		
Course arrangements		
Networking		

STATE BAR OF TEXAS MEMBER SERVICES CONTINUED

34. How do you currently obtain your major medical health insurance?

Through the Texas Bar Private Insurance Exchange

Local Agent/Broker

Direct through Insurance Carrier

HealthCare.gov

Through my Employer

I do not currently have major medical health insurance

Other

Please select all that apply.

35. Do you carry any of the following types of insurance?

Professional Liability ("Legal Malpractice") Insurance

Other Non-Legal Professional Liability ("E&O") Insurance

Cyber Breach Liability Insurance

Business Owners Insurance

Employment Practices Liability Insurance

Other

36. Please indicate whether you have reached out to the Texas Lawyers' Assistance Program (TLAP), on behalf of a lawyer or judge for one of the following mental health or substance use disorders

Please select all that apply.

Depression

Anxiety

Alcohol abuse

Drug abuse

Suicidal ideation

Age-related cognitive impairment

Have not referred anyone

Other

37. Please indicate any benefits and/or vendors you would like to see offered through the State Bar of Texas Member Benefit Program.

38. If you have any additional comments regarding the information collected with this survey, please provide them below: